

## CPTP Statewide Competency Model Project

**Project Goal:** To establish a statewide competency model that strongly correlates individual competencies with exceptional performance on the job.

**How Goal will be accomplished:** CPTP will perform competency sort activities with employees who have achieved an “exceptional” PES rating for Performance year 2014-2015. Also participating will be the supervisory personnel who rated the employees exceptional. CPTP will tabulate the results, perform statistical power tests to establish correlation levels, and present results. CPTP will achieve at least 95% confidence level with a confidence interval of 3 for this data.

### Project Steps:

1. Identify Competency Framework
  - Status – Complete ([click here to read more about the state competency framework](#)).
2. Identify Participants
  - Status – Complete
3. Communicate Project Plans
  - General Circular
    - i. Status – Complete
  - Correspondence with Appointing Authorities
    - i. Status – Complete as of 11/9/2015
4. Assign sort participants to appointments
  - Status – In Process - Rolling
5. Competency Sort Meetings
  - Baton Rouge – Started, continuing through Feb 16
  - Hammond – March 2016
  - New Orleans – March 2016
  - Lafayette –April 2016
  - Lake Charles – April 2016
  - Alexandria – April/May 2016
  - Shreveport – May 2016
  - Monroe - May 2016
6. Data Testing and Preparation
  - Status – Not begun
7. Data Presentation
  - Status – Not begun